

Maintenance Superintendent

Your tasks

The Maintenance Superintendent is responsible for leading and developing the Maintenance Technician team to ensure safe, reliable, and efficient equipment performance that supports continuous 24/7 production. This role ensures effective preventive and corrective maintenance execution, accurate maintenance documentation, and minimal unplanned downtime. The Superintendent collaborates closely with Production Shift Supervisors, who provide day to day functional direction to align maintenance activities with production priorities. The position also oversees technician performance, supports hiring, partners with Employee Relations to uphold company policies, and works with Engineering on project execution, changeovers, and continuous improvement updates.

The expected annual salary range for this role is \$99,000 - \$120,000 a year depending on experience. This position is also eligible for a variable incentive program.

Core Responsibilities

Maintenance Operations & Performance Management

- Coordinate the maintenance value stream, including cost, quality, and delivery.
- Collaborate with Production, Supply Chain, Lean, HR, and others to achieve KPI targets (OEE, FPY, MTBF, MTTR).
- Monitor maintenance performance data to identify failure trends and drive root cause analysis.
- Ensure maintenance tasks are properly prioritized, planned, and scheduled to optimize labor utilization and asset availability.
- Support strategies that ensure short- and mid term product demand is met.
- Support Total Productive Maintenance (TPM) coordination.
- Support Spare Parts Management.

Health, Safety & Workplace Standards

- Manage and maintain all health and safety standards within the maintenance value stream.
- Maintain a clean work area through strict adherence to 5S standards.
- Lead safety audits, risk assessments, and corrective action implementation for maintenance activities.
- Ensure all lockout/tagout, machine guarding, and safe work procedures are consistently followed.

Leadership & Workforce Management

- Directly supervise and coordinate daily activities of Maintenance Technicians in a 24/7 manufacturing environment.



Job ID
REF9205I

Field of work
Manufacturing Operations and Production

Location
New Braunfels

Leadership level
Leading People

Legal Entity
AUMOVIO Autonomous Mobility US, LLC

- Provide leadership that promotes a continuous improvement culture.
- Support Maintenance Apprenticeship programs as needed.
- Provide 24/7 operational support; coach all shifts and actively engage with night shift teams.
- Conduct routine skills assessments and create development plans to build a versatile, cross trained maintenance team.
- Partner with Production Shift Supervisors to ensure coordinated support and clear communication across shifts.
- Participate in candidate evaluation, interviews, and selection for maintenance-related roles.

Maintenance Planning & Documentation

- Ensure effective use of electronic systems for accurate work order creation, prioritization, scheduling, and closure.
- Maintain high-quality documentation, including equipment histories, maintenance logs, and technical records.
- Verify compliance with documentation standards for audits, safety requirements, and regulatory obligations.
- Collaborate with planners and supervisors to convert production and engineering needs into planned maintenance activities.
- Monitor work order data to identify gaps, overdue tasks, and opportunities to improve planning efficiency.

Reliability & Continuous Improvement

- Lead or support root cause analysis (RCA) activities to resolve recurring equipment issues and reduce unplanned downtime.
- Collaborate with Engineering to develop and optimize preventive and predictive maintenance strategies.
- Use performance trends (OEE, MTBF, MTTR) to identify improvement opportunities and drive corrective actions.
- Support implementation of engineering changes, equipment upgrades, and process improvements.
- Champion a culture of continuous improvement through training, coaching, and structured problem solving.

Budgeting & Resource Management

- Provide input into the annual maintenance budget, including labor, spare parts, tools, and contractor needs.
- Monitor spending against budget and identify cost saving opportunities without compromising safety or reliability.
- Oversee allocation of labor resources across shifts to align with production demands and maintenance priorities.
- Manage contractor activities, including scope, performance, and safety compliance.
- Ensure appropriate tools, equipment, and materials are available and maintained to support maintenance execution.

Cross Functional Communication

- Maintain strong communication and alignment with Production, Engineering, Safety, Quality, HR and Supply Chain.
- Participate in daily production (GEMBA) and maintenance coordination meetings to ensure shared priorities and rapid issue resolution.
- Communicate maintenance plans, outages, and project timelines to all

affected teams.

- Partner with Safety and Quality teams to ensure maintenance activities meet all compliance and regulatory requirements.
- Serve as the primary maintenance point of contact for cross department initiatives and audits.

Your profile

- Minimum Associate degree in Industrial Maintenance Technology, Electromechanical Technology, Mechatronics, Electrical Technology, Mechanical Engineering Technology, or a closely related technical field.
- 5 or more years of Industrial Engineering, Operations, or Electronics Manufacturing experience.
- Experience supporting or leading continuous improvement initiatives (Lean, Kaizen, etc.).
- Experience managing contractors, service agreements, or external maintenance partners.
- Strong time management skills with the ability to prioritize multiple tasks in a fast paced environment.
- Ability to maintain accurate documentation and ensure work order compliance.
- Competency in basic budgeting principles as they relate to labor, parts, and contractor use.
- Strong written and verbal communication skills.
- Ability to support a 24/7 environment.
- Ability to coach, guide, and develop Maintenance Technicians and staff across all shifts.
- Ability to collaborate effectively with Production, Engineering, Quality, Safety, and Supply Chain.
- Ability to take a proactive stance in identifying and resolving equipment and process issues.
- Knowledge of basic root cause analysis methods (5 Why, Fishbone, etc.).
- Ability to lead teams and coordinate maintenance activities across multiple shifts with technical expertise.
- Experience supporting hiring, performance reviews, and skill development planning.
- Experience supporting maintenance apprenticeship programs or technical workforce development.
- Strong mechanical aptitude and electrical troubleshooting knowledge.
- Working knowledge of preventive, predictive, and corrective maintenance practices.
- Familiarity with maintenance KPIs (OEE, MTBF, MTTR).
- Ability to read technical schematics, manuals, diagrams, and equipment documentation.
- Ability to lead projects in collaborations with multiple functions such as Production, Engineering, Quality, Safety, and Supply Chain.
- Proficiency with Microsoft Office (Excel, Word, PowerPoint) and/or data visualization tools.
- Knowledge of OSHA requirements, lockout/tagout (LOTO), and machine safety standards.

- Understanding of environmental, health, and safety regulations applicable to manufacturing.
- Ability to maintain a safe work environment and enforce safety standards.

Physical Requirements/Work Environment

- Ability to work in a manufacturing shopfloor environment.
- Must wear company-provided ESD safety-toed shoes, smock, and other PPE in required areas.
- Sitting or standing for 8+ hours, reaching, and using hands/fingers to operate a computer and other office equipment.
- Must be able to push, pull, reach, twist, turn, stoop for duration of 8+ hour shift.
- Ability to lift or carry objects up to 40 lbs. unassisted.
- Ability to climb ladders.
- Ability to bend at waist and perform repetitive foot and hand action.
- Dexterity of hands and fingers to operate any required computer keyboard, mouse, and other technical instruments.

ADDITIONAL WAYS TO STAND OUT:

- Bachelor's degree in Industrial Engineering, Mechanical Engineering, Electrical Engineering, Engineering Technology, Manufacturing Engineering, Industrial Technology, Operations Management, or a closely related technical field.
- Advanced understanding of reliability principles, failure modes, condition monitoring, and asset care strategies.
- Experience with predictive technologies (vibration analysis, thermography, oil analysis).
- Advanced maintenance systems expertise (analytics, reporting, PM optimization)
- Proficiency with maintenance systems such as SAP for work order management, documentation, and planning.
- Experience leading Total Productive Maintenance (TPM) programs.

Our offer

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current

posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.